
**WOMEN IN THE ECONOMY COMMISSION
MEETING MINUTES**

Date: Tuesday, May 25, 2021

Time: 2:00 p.m. - 4:00 p.m.

Location: www.zoomgov.com/j/16185611167

Present: Commissioner Ann Marie Wallace
Commissioner Brandie Morris
Representative Elizabeth Weight
Commissioner Judy Barnett
Representative Karianne Lisonbee
Commissioner Kristen Floyd
Co-Chair, Senator Luz Escamilla
Co-Chair, Commissioner Melissa Freigang
Commissioner Sarah Brenna

Excused: Senator Ann Millner

Absent: N/A

**Other
Attendees:** Dr. Susan Madsen
Kristen Schulz
Jennifer Robinson

Quorum: Yes

**Support
Staff:** Mahal Roesser, Administrative Assistant
Jared Mendenhall, Public Information Officer

1. Welcome and Introductions

Co-Chair, Commissioner Freigang called to order the Women in the Economy Commission (WIEC) virtual meeting on May 25, 2021 at 2:05 p.m.

A. Commissioner Wallace called for introductions from present Commissioners who described their roles and qualifications:

- i. Commissioner Karen Leonardi
- ii. Commissioner Judy Barnett
- iii. Representative Elizabeth Weight
- iv. Co Chair, Commissioner Melissa Freigang
- v. Commissioner Kristin Floyd
- vi. Commissioner Brandie Morris

B. Members of the Community

- i. Dr. Susan Madsen (Utah Women & Leadership Project)
- ii. Dr. Jennifer Robinson (Kem C. Gardner Institute)
- iii. Coordinator Kristin Schulz (Early Childhood Alliance)

C. Support Staff

- i. Administrative Assistant Mahal Roesser
- ii. Public Information Office Jared Mendenhall

2. Women SpeakUp! Listening Session

Commissioner Wallace kicked off the Women SpeakUp Listening Session and asked participants to share their feedback and experiences with COVID-19 impacts on women in the economy.

- A. Commissioner Floyd, Executive Director of [Safe Harbor](#) discussed the impacts of COVID-19 on mental health, reported an increase in incidents of domestic violence as a result of isolation during COVID restrictions, described the challenges with short term prescriptive funding sources, and the limitations of TANF funding.
- B. Kristin Schulz, Coordinator of [Early Childhood Alliance](#) discussed the impacts of COVID-19 on the childcare industry, issues around sustainability, and reported a reduction in central-based childcare due capacity restrictions.
- C. Commissioner Wallace shared a personal experience with child care during COVID-19.
- D. Representative Weight inquired about childcare policy models that Utah should consider establishing.
 - i. Kristin Schulz referenced Oregon as an example of one state committed to investing in early childhood and announced that the [Sorenson Center](#) will conduct a needs assessment for the Early Childhood Alliance.
 - ii. [Heckman, James. *The Heckman Equation*, 15 Apr. 2019, \[heckmanequation.org/the-heckman-equation/\]\(http://heckmanequation.org/the-heckman-equation/\).](#)
- E. Commissioner Wallace discussed the challenges for business owners and small businesses in underrepresented communities acquiring a Payment Protection Program (PPP) Loan without strong relationships with their banks.

3. Presentation - Kem C. Gardner Policy Institute, University of Utah

Dr. Jennifer Robinson presented highlights from the [Diversity in Utah: Race, Ethnicity, and Sex Data Book](#).

- A. Dr. Robinson prefaced that this research was requested by business and community leaders, the study was sponsored by Zions Bank, and the data is from the U.S. Census Bureau.
- B. The overall finding is that significant racial, ethnic, and sex disparities exist throughout the state.

4. Opening Business

A. Purpose of WIEC & Membership Discussion

Commissioner Brenna read the purpose of the WIEC and Co-Chair, Commissioner Freigang called for re-introductions from present Commissioners who described their roles and qualifications.

- i. Women in the Economy Commission
 1. Commissioner Ann Marie Wallace
 2. Co-Chair, Senator Luz Escamilla
 3. Representative Elizabeth Weight
 4. Commissioner Kristin Floyd



5. Commissioner Judy Barnett
6. Commissioner Sarah Brenna
- ii. New Commissioners
 1. Commissioner Kirstin Floyd, Executive Director of Safe Harbor
 2. Commissioner Brandie Morris, Office Manager of Laborers' Local Union #295
- iii. Members of the Community
 1. Dr. Susan Madsen (Utah Women & Leadership Project)
 2. Coordinator Kristen Schulz (Early Childhood Alliance)
- B. Approval of the March 23, 2021 Meeting Minutes

Co-Chair, Commissioner Freigang called for a motion to approve the March 23, 2021 WIEC meeting minutes.

Motion: Commissioner Brenna
Second: Commissioner Ann Marie
Approve: All
Oppose: None
5. **Action Item Review**

Deferred to the next WIEC meeting agenda.

- A. Co-Chair, Commissioner Freigang called for a motion to approve the nomination of Morgan Lyon Cotti (Hinckley Institute) as Commissioner under qualification (2)(f)(iv) an individual who has experience in demographic work and is employed by a state institution of higher education on the WIEC.

Motion: Co-Chair, Commissioner Freigang
Second: Co-Chair, Senator Escamilla
Approve: All
Oppose: None
6. **One Utah Roadmap**

Co-Chair Commissioner Freigang introduced presenter Dr. Susan Madsen who provided an overview of the [One Utah Roadmap](#) and described current efforts on Equality and Opportunity.

- A. Collaboration with Director Nubia Pena of the Division of Multicultural Affairs and Senior Advisor and Director of Communications Jennifer Napier-Pearce to the Utah Governor Spencer Cox.
- B. Commissioners to identify topics related to the WIEC and ways to align with the [One Utah Roadmap](#).
- C. Dr. Susan Madsen and Co-Chair, Commissioner Freigang to determine if support focus should be on the Commission, the Policy Subcommittee, or the Research Subcommittee.
- D. Focusing on leave after completing the wage gap data analysis.
- E. Commissioners to contact Dr. Susan Madsen at susan.madsen@usu.edu with feedback.



F. Discussion on policy work related to productivity and investment.

7. Subcommittee Updates

A. Communications Meeting - April 26, 2021

Commissioner Judy Barnett summarized highlights from the Communications Subcommittee meeting on April 26, 2021.

- i. Recommendation to discontinue use of the WIEC Utah Interactive website and use social media as its primary outreach platform.
- ii. Discussed issues with the current website and management of the Utah Public Notice Website contents.
- iii. **Mahal Roesser to determine if the WIEC can maintain the website domain name and post the link on the DWS partner website.**
- iv. **Communications Subcommittee to review the WIEC Utah Interactive website and identify content that should be moved to its social media page.**
- v. Co-Chair, Commissioner Freigang called for a motion to approve the Communications subcommittee recommendation to discontinue use of the WIEC Utah Interactive website and use social media as its primary outreach platform.
Motion: Co-Chair, Commissioner Freigang
Second: Commissioner Wallace
Approve: All
Oppose: None

B. Policy Meeting - May 6, 2021

Representative Weight summarized highlights from the Policy Subcommittee meeting on May 6, 2021 and discussed policy work related to productivity and investment.

- i. Recommendation to formalize a partnership between Dr. Madsen to align efforts with the One Utah Road Map and the WIEC.
- ii. Representative Lisonbee shared concerns with the terminology of this recommendation affecting the WIEC's ability to maintain independence.
- iii. The Commission agreed to forgo a motion to approve the Policy Subcommittee's recommendation to formalize a partnership with the expectation that the WIEC remain informed of applicable data and research.
- iv. Kristin Schulz expressed interest in serving on the Policy Subcommittee.

C. Research Meeting - Deferred

D. Executive Meeting - Deferred

8. Public Comment

No public comment.

9. New Business

Co-Chair, Commissioner Freigang announced the upcoming WIEC meetings. The Commission agreed to cancel the July 27, 2021 meeting due to schedule conflicts.

A. Upcoming Meetings

- i. September 28, 2021 from 2:00 p.m. - 4:00 p.m.
- ii. November 23, 2021 from 2:00 p.m. - 4:00 p.m.

10. Adjournment

Co-Chair, Melissa Freigang adjourned the WIEC meeting on May 25, 2021. The Commissioner will reconvene on September 28, 2021.

Action Items

1. Commissioners to identify topics related to the WIEC and ways to align with the [One Utah Roadmap](#).
Assigned to: Commissioners
Due By: 9/28/21
2. Dr. Susan Madsen and Co-Chair, Commissioner Freigang to determine if support focus should be on the Commission, the Policy Subcommittee, or the Research Subcommittee.
Assigned to: Co-Chair, Commissioner Freigang
Due By: Ongoing
3. Commissioners to contact Dr. Susan Madsen at susan.madsen@usu.edu with feedback.
Assigned to: Commissioners
Due By: Ongoing
4. Mahal Roesser to determine if the WIEC can maintain the website domain name and post the link on the DWS partner website.
Assigned to: Mahal Roesser
Due By: 9/28/21
5. Communications Subcommittee to review the WIEC Utah Interactive website and identify content that should be moved to its social media page.
Assigned to: Commissioner Morris
Due By: 9/28/21
6. Mahal Roesser to invite Kristine Schulz to the Policy Subcommittee meetings.
Assigned to: Mahal Roesser
Due By: 6/22/21